

27 Chart 3)

Major Operations in Shanghai Industries Classified According to Average Hourly Wage Rates

Industry	Under 200	200-300	300-400	400-500	500-600	600-700	700-800	800-900	900-1000	1000-1100	1100-1200
Shipbuilding									Blacksmith lathe work mechanic B/		
Machinery									Wood pattern making metal casting blacksmith lathe work		
Metal products						Assembling	Lathe work milling	Stamping bunch A/			
Flexible tube		Packing	Tube maker	Assembler		Materials					
Cane		Packing		Can making	Plate stamping						
Needles	Sorter	Packing	Straight pin curved head needle flat head needle	Knitting needles eye boring turning grinding scouring polishing	grooving cutting straightening						
Flour							Dumping wheat milling packing piling	Machine operator			

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Shanghai Labor Statistics
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(P 25-27 Chart 3)

Major Operations in Shanghai Industries Classified According to Average Hourly Wage Rates

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Industry	Under 200	200-300	300-400	400-500	500-600	600-700	700-800	800-900	900-1000	1000-1500	Over 1500
Oil extraction			Pressing Refining mechanic	Finishing repairmen							
Condiments		Refining	Coarse manufacture								
Canned foods											[1000-1100] Canned goods crackers crystallized fruits
Cigarettes				Leaf sorting	Leaf dry- ers Rollers Dryers Sorters Packers	Leaf cutter	wrappers machine operators Repairmen				
Rubber		Steam press	sorters processor finisher adjuster	machine operator							
Matches		Boxing	Packag- ing	Trimming machine operator Oil prepa- rations plank splitting machine operator	plank pack- ing machine operator	oil wrapper maker	Phosphorus appliers				
			Box makers								

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(F 25-27 Chart 3)

Major Operations in Shanghai Industries Classified According to Average Hourly Wage Rates

Industry	Under 200	200-300	300-400	400-500	500-600	600-700	800-900	900-1000	1000-1500	Over 1500
Acid and soda							Hydrochlorine acid alkaline sulphides			
Soap							soap maker	packer		
Pharmaceuticals			makers of miscellaneous products	packer	pill maker packager and labeler		pharmacist		[1000-1100] Pharmaceutical materials preparation	
Enamelware			sprayers		shapers enamel burners acid treaters finishers enamel applicators	cutters enamel grinders	kiln men packers	plate makers		machinist
Cellulose			Finisher machine operator							
Leather						Repairmen				Tanning
Glass				cutters blowers packers	inspectors	mixers bottle makers firemen	machine operators			Bull material selectors blowers

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(F 25-27 Chart 3)

Major Operations in Shang-hai Industries Classified According to Average Hourly Wage Rates

Industry	Under 200	200-300	300-400	400-500	500-600	600-700	700-800	800-900	900-1000	1000-1100	1100-1200
Cotton spinning				Garden operators reelers	Cotton loosening machine operators Filtrature operators Fine yarn machine operators yarn wadulator operators	Cotton Cleaning Testers			Baler machine operator mechanics		
Cotton-weaving				Tube operator twister operator	Loom threaders weavers adjusters	Shuttle operator starchers packers mercerisers bleachers dyers	Inspectors				
Wool spinning and weaving					Agitators weavers /wool and warp/	spinners weavers dyers adjusters	Inspectors				
Silk spinning and weaving				Fine thread weavers spinners		machine operator adjusters			machine operators inspectors		

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(P 25-27 Chart 3)

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Major Operations in Shang-hai Industries Classified According to Average Hourly Wage Rates

Industry	Under 200	200-300	300-400	400-500	500-600	600-700	700-800	800-900	900-1000	1000-1500	Over 1500 1500-2000
Hemp					Hemp softeners dryers, cutters beaters carders coarse hemp spinn- ers fine hemp spinn- ers, Reelers shuttle operators loom threaders	sorters tube opera- tors stanchers adjusters hemp packers	loosening machine inspectors prime mover operators	mechanics			

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(P. 25-27 Chart 3)

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Major Operations in Shang-hai Industries Classified According to Average Hourly Wage Rates:

Industry	Under 200	200-300	300-400	400-500	500-600	600-700	700-800	800-900	900-1000	1100-1500	over 1500
Knitting			agitators			weavers	bleachers and dyers				
Hat Industry				machine operators	hat makers adjusters						
Underclothing					weavers adjusters			sewers		1200-1300 agitators	
Towels, blankets and carpets					agitators weavers finishers		bleachers and dyers inspectors				
Woven belts					weavers	mechanics					
Printing							type-setters pressmen color printers	lock-up men			engravers
Pencils											
Paper		pencil makers material cutters	lead makers material cutters		pulp steaming	pulp makers bleachers	PAPER MACHINE makers repair-men	machine operators			

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Major Operations in Shanghai Industries Classified According to Average Hourly Wage Rates

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Major Operations in Shanghai Industries Classified According to Average Monthly Wages											
Industry	Under 200	200-300	300-400	400-500	500-600	600-700	700-800	800-900	900-1000	1100-1500	Over 1500
Water works							water supply	water distribution			mechanic
Gas works								Labor administration Coal gas department			
Electricity								General operators Distribution workers, meter readers			
Streetcar							vehicle operators			mechanics	
Telephone										Telephone operators mechanics	
Electrical supplies	packers			Finishers			machinists				
Thermos bottles	spray painters		assemblers	polishers testers		case makers		bottle makers vacuum workers			

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(Page 85-90 Table 1)

Table 1. Working Hours Per Day

Type of Industry	Total		8 hours		8 1/2 hours		9 hours		9 1/2 hours		10 hours	
	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers
Total	28040	92,971	34	13,512	16	2,126	35	4,622	5	404	127	67,435
Shipbuilding	4	582	1	405	2	107	1	70				
Machinery	14	1,765	2	107	5	538	5	1,052	1	36	1	32
Metal products	3	126					2	78				48
Flexible tube	3	168					3	168				
Cans	2	87	1	50								
Needle	5	309										
Flour	5	1,801	1	525								
Oil extraction	3	362									1	37
Condiments	2	123									5	309
Canned foods	2	201									2	315
Cigarettes	10	3,425	1	122			1	79			1	150
Rubber	8	3,599					1	267			1	78
Matches	4	619	2	251			1	74			9	3,138
Acid and Soda	2	95	1	48			2	364			7	3,475
Soap	4	219	1	19			1	47				
Pharmaceuticals	4	254	1	193			2	140				
Embellishers	4	601					3	361				
Cellulose	1	48					2	246				
Leather products	1	38	1	38							2	395
Glass	9	808	3	240							1	18
Cotton spinning	34	46,089					1	80			1	58
Cotton weaving	42	10,522	3	626	6	1,319	7	1,110	1	187	36	43,415
Wool spinning and weaving	9	3,424									25	7,040
Silk spinning and weaving	6	1,878									9	3,424
Warp	2	1,503										
Knitting	12	1,653	1	33			1	32	1	43	1	1,507
Hat	3	298									2	1,503
Underclothes	3	527	1	432							3	984
											1	291
											1	43

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(Page 89-90 Table 1)

Table 1. Working Hours Per day (Contd)

Type of Industry	Total		8 hours		8½ hours		9 hours		9½ hours		10 hours	
	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers
wool towels, blankets and carpets	5	698									5	698
Woven belts	1	80					1	280			1	80
Paper	5	598					1	150			1	68
Printing	4	489	3	279					1	48		
Pencils	1	48										
Electric Power	5	2,742	5	2,742								
Water works	2	626	2	626							1	110
Coal gas	2	604	1	534								
Streetcar	2	4,833	2	4,833								
Telephones	1	1,209	1	1,209							1	79
Electrical material	4	221			3	126			1	90	2	181
Thermos bottles	3	271										

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(Page 89-90 Table 1)

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Table 1. Working Hours Per Day (Contd)

Type of Industry	10½ hours		11 hours		12 hours	
	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers
Total	4	2,929	7	471	12	1,412
Shipbuilding						
Machinery						
Metal products						
Flexible tube						
Cans						
Needle					1	55
Flour	1	106			2	210
Oil extraction					1	45
Condiments						
Canned foods						
Cigarettes						
Rubber						
Matches						
Acid and Soda			1	60		
Soap						
Pharmaceuticals						
Knitwear						
Cellulose						
Leather products					4	4300
Glass						
Cotton spinning	2	2,674				
Cotton weaving						
Wool spinning and weaving						
Silk spinning and weaving			5	371		
Hemp					1	412
Knitting	1	149				
Hat					1	150
Underwear						

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Table 1. Working Hours Per Day (Contd.)

Type of Industry	10 hours		11 hours		12 hours	
	No. of fact.	No. of workers	No. of fact.	No. of workers	No. of fact.	No. of workers
Wool towels, blankets, and carpets						
Woven belts					2	210
Paper						
Printing						
Pencils						
Electric power						
Water works						
Coal gas						
Streetcar						
Telephone						
Electrical Material						
Thermos bottles						

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(P 95 Table 1)

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Table 1. Analysis of Rest Days and Legal Holidays

Type of Industry	Monthly Total	Rest Days, by No. of Factories						Yearly Legal Holidays, by No. of Factories				
		No Days	1 day	2 days	3 days	4 days	5 days	Total No days	5-10 days	11-15 days	16-20 days	
Total	240	23	4	76	3	131	3	240	3	165	46	26
Shipbuilding	4	3				1		4		4		2
Machinery	14	2		3		9		14	1	10	1	2
Metal Products	3	1		1		1		3		2	1	
Flexible tube	3			2		1		3		1		2
Cans	2	1				1		2		2	2	1
Needle	5		2	3				5		4	1	
Flour	5						3	3		2	1	
Oil extraction	3			3		1		3			1	1
Condiments	2			1		1		2		2		
Canned foods	2	1		1				2		1		1
Cigarettes	10	2		6		2		10		8	1	
Rubber	8			7		1		8		7	1	
Matches	4			4				4		3		
Acid and soda	2					1	1	2		1	1	1
Soap	4						4	4		2	2	
Pharmaceuticals	4						4	4		2	2	
Enamelware	4	1		3				4		1		
Cellulose	1			1				1			1	
Leather	1						1	1	2	2	4	1
Glass	9	8						9				
Cotton spinning	38						38	38		35	3	
Cotton weaving	42		1	11		2	28	42		31	6	5
Wool spinning	9						9	9		8		1
Silk spinning and weaving	6			5			1	6		3	2	1
Hemp	2						2	2		2		
Knitting	12		1	9			2	12		5	5	2
Hat	3			3				3			1	
Underclothes	3	2		1				3		3		
Wool towels, blankets, and carpets	5			5				5		4	1	
Woven belts	1						1	1		1		
Paper	5	1		4				5		3	2	
Printing	4						4	4		3	1	
Pencils	1	1						1		1		
Electric power	5						4	1	5	3		2
Water works	2						2	2		2		1
Coal gas	2						2	2		2	1	1
Streetcar	2						2	2		2		
Telephone	1							1		1		
Electrical materials	4			2			2	4		3	1	
Thermos bottles	3			1			2	3		3		

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P 97 Table 3

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Wage Deductions for Leave /to attend to personal business/ in Shanghai Industries, by Percent

Type of Industry	Number of Factories Surveyed	Complete Deduction	Wage Deductions for Leave Percent	No De- duction	Percent	Remarks
Shipbuilding	4	4	100.00			
Machinery	13	13	100.00			
Metal Products	3	3	100.00			
Flexible tube	3	3	100.00			
Cans	2	2	100.00			
Needle	5	5	100.00			
Flour	3	4	80.00	1	20.00	Limited to one week
Oil extraction	3	2	66.67	1	33.33	Limited to 3 days
Condiments	2	2	100.00			
Canned foods	1	1	100.00			
Cigarettes	9	8	88.89	1	11.11	Limited to 3 times per month
Rubber	8	7	87.50	1	12.50	No deduction for 5 days per month
Matches	4	4	100.00			
Asid and Soda	2	2	100.00			
Shapacuticals	4	4	100.00			
Pharmaceuticals	2	2	100.00			
Houseware	4	4	100.00			
Cellulose	1	1	100.00			
Leather	1	1	100.00			
Glass	7	7	100.00			
Cotton spinning	23	23	100.00			Remaining factories as yet have no detailed regulations
Wool spinning & weaving	9	9	100.00			
Silk spinning & weaving	4	4	100.00			
Hemp	2	2	100.00			
Cotton-weaving	42	42	100.00			
Knitting	10	9	90.00	1	10.00	No deduction for 10 days per month
Hat	3	3	100.00			
Underclothes	3	3	100.00			
Wool towels, blankets and carpets	5	4	80.00	1	20.00	No deduction for 2-3 days leave approved by the factory

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(P 97 Table 3)

Wage Deductions for Leave [to attend to personal business] in Shang-hai Industries, by Percent (Contd.)

Type of Industry	Number of Factories Surveyed	Complete Deduction	Percent	Wage Deductions for Leave No De- duction	Percent	Remarks
Washcloths, blankets	12	1	100.00			
Baggage	5	4	80.00	1	20.00	
Printing	4	4	100.00			
Pencils	1	1	100.00			
Electric power	5	5	100.00			
Water works	2	1	50.00	1	50.00	No deduction if less than 1 month annually
Coal Gas	1	1	100.00			
Streetcar	1	1	100.00			No deduction if permission granted
Telephone	1	1	100.00	1	25.00	
Electrical materials	4	3	75.00	1	33.33	No deduction for 12 days per month 1 month annually
Thermos bottles	3	2	66.67			
Total	212	202	95.28	10	4.72	
Percentage	100		95.28		4.72	

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(P 102 Text)

RESTRICTED**Number of Pay Periods Per Month**

1. Monthly - 4.58% of plants surveyed. Payment made at the end of the month in nearly all cases
2. Semi-monthly - 66.25% of plants surveyed 1st and 15th and 16th and 30th
3. Three times monthly - 6.67% of plants surveyed. 5th, 10th and 25th most common division of month.
4. Weekly pay days - Most commonly on Fridays or Saturdays. Some each seventh or eighth day. Some on fixed dates such as 2nd, 10th, 17th, and 25th or 4th, 12th, 19th, and 26th. Paydays falling on Sunday are paid on Saturday.

Before the war there was a policy of withholding from a week to a month's pay from a new worker as a guarantee fund, but this has largely disappeared since the end of the war.

The four-payment-a-month plan was rare before the war, but now nearly one-half of the industrial concerns are following the pattern. This is beneficial to the labour in that he does not need to invest so much of his labor before getting a return on it.

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(Pg 102 Table 8)

RESTRICTED**Shanghai Wage Payment Pattern for Various Industries**

Industry	Number Investigated	Number of Paydays per Month.			
		1	2	3	4
Shipbuilding	4		4		2
Machinery	14		12		2
Metal products	3	1	2		
Flexible tubing	3		3		
Cans	2		2		
Needles	5	2	3		
Flour	5		5		
Oil extraction	3		2		
Condiments	2		2		
Canned foods	2		2		
Cigarettes	10		10		
Rubber	4	2	3	1	
Matches	4		2		
Acid and soda	2		2	2	
Soap	4		3	1	
Pharmaceuticals	4		4		
Enamelware	4		1		
Cellulose	1		1	1	
Leather	9	1	7		
Glass	14		1		
Cotton spinning	16	1	3	33	33
Wool spinning & weaving	9		4		5
Silk spinning & weaving	6	2	3		1
Hemp	2			7	2
Cotton weaving	42	1	25	2	1
Knitting	12		9		
Hats	3		3		
Underwear	3		3		
Towels, blankets and carpets	5		5		1
Woven belts, etc.	1				
Paper	5		5		
Printing	4		3	1	
Pencils	1		1		
Electricity	5	1	4		
Waterworks	2		2		
Gas works	2		2		
Streetcars	2		2		
Telephone	4		4		
Electrical materials	4		3		
Thermos bottles	3		3		
Total	240	11	159	16	54
Percent	100	4.58	66.25	6.67	22.50

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(Pg. 103, Table 1)

RESTRICTED**Labor Control Officers in Various Shang-hai Industries**

Industry	Factory Hands	Managers	Engineers	Superinten- dents	Business Man- agers	Foremen
Airbuild- ing		1		2		2
Machinery	1	1	3	5	1	8
Metal pro- ducts				2		1
Flexible tubing				1		2
Cups			1			1
Needles	1		1			1
Flour				1		3
Oil ex- traction				3		4
Sediments	1		1	1		2
Canned foods		1				1
Cigarettes		1		1	3	7
Rubber		1		4	1	4
Knives		1	1	2	1	6
Acid & Soda			2	1		
Soap		1	1	1	1	2
Pharma- ceuticals			3	1	1	
Enamel- ware	1		1	3		6
Cellulose					1	1
Leather			1			1
Glass	1	1	3			8
Cotton spinn- ing			13	15	3	36
Wool spinn- ing & weav- ing	1	1	5	4		10
Silk Spinn- ing & weav- ing	1	1	2			
Hemp			1	1		2
Cotton weav- ing		1	11	16	5	27
Knitting		1	5	4	1	3
Hats			2	1		2
Underwear			1	1	1	1
Towels, blankets carpets			1	1		3
Woven belts, etc.			1	1		4
Paper	1		1	2		
Printing		1		3		2
Tools						1
Electricity			4	1		4
Waterworks			1			2
Gas works			3	1		1
Streetcars			2			1
Telephones						1
Electrical Material			1	1		2
Thermos bottles			1	2		4
Total	8	13	73	62	18	166

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(Page 104, Table 2)

RESTRICTED**Distribution of Organisational and Executive Responsibility in
Shang-hai Industries**

Industry	President	Manager	Engineer	Technicians	Superin- tendent	Super- visor	Foreman
Shipbuild- ing		1	3		2 3 1	2 1	1 3
Machinery	1						
Metals	1						
Flexible tubing					2 1 2		2 1 1
Cans		1			2		1
Needles	2		1	2	2	1	2
Flour					2	1	1
Veg. oils						1	2
Condiments				2			
Foods		1				3	4
Cigarettes	2		2		2	2	2
Rubber	1				1		1
Matches	1						
Acid & Soda			1 1		1	1	1
Soap	1						
Pharma- ceuticals				1	2 2	1	1
Enamelware			1				
Leather		1	1		1		5
Glass	1						
Cotton spinn- ing			5	9	6	3	24
Woolen spinn- ing and weaving	1	1	5	2	4		4
Silk spinning and weaving	3			1	1		1
Cotton weaving	1	2	9	2	12	5	7
Hemp			1	3	2	3	2
Knitting			3	3	3		
Hats			1		1		
Underclothes				2			
Towels, blankets and carpets	1		1		1	1	
Woven belts etc.			1		2		1
Printing							1
Pencils					1		1
Paper	2		1				1
Waterworks			2				1
Gas works			1				1
Electricity			2		1		
Streetcars			1				
Telephones							
Electrical materials	2		1		3		
Thermos bottles	1				2		1
Total	21	7	45	25	64	25	76

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(P 124 Table 3)

RESTRICTED**Industrial Casualty Statistics**

Classification	Total	Skin Bruises	Burns	Fire	Flood	Leg & arm Inju- ries	Electro- cution	Falls	Crush- ing	Wind
Totals	90	44	13	20	4	2	3	1	2	1
Communica- tions Instru-	2	2								
Machinery & Tools	14	9	3	2						
Food	12	4	3	3			1			1
Chemicals	9	4	3	1					1	
Construction	4	1	2	1						
Spinning & weaving	35	17	1	10	3	2	1	1		
Wearing apparel	5	1	1	1	1				1	
Paper, Printing & Stationary	4	2		2						
Movers	3	2					1			
Others	2	2								

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